

CITY OF SANTEE  
 SANTEE FIREFIGHTERS' ASSOCIATION SALARY SCHEDULE  
 EFFECTIVE JULY 07, 2022

Classification		A	B	C	D	E
<b>Fire Captain / PM</b>	Hourly	34.35	36.07	37.87	39.76	41.75
<b>Base salary</b>	Annual	100,027.62	105,030.12	110,281.30	115,794.56	121,584.96
<b><i>Educational Incentive</i></b>						
Fire Captain / PM	Hourly	34.87	36.61	38.44	40.36	42.38
31-45 units = 1.5% over base	Annual	101,527.82	106,605.59	111,935.62	117,531.64	123,408.77
Fire Captain / PM	Hourly	35.38	37.15	39.01	40.96	43.01
46 units and over = 3.0% over base	Annual	103,028.34	108,181.03	113,589.93	119,268.09	125,232.24
Fire Captain / PM	Hourly	35.90	37.69	39.58	41.55	43.63
A.A. Degree = 4.5% over base	Annual	104,528.86	109,756.17	115,243.89	121,005.17	127,056.01
Fire Captain / PM	Hourly	36.41	38.23	40.14	42.15	44.26
Bachelor Degree = 6% over base	Annual	106,029.05	111,331.61	116,898.21	122,742.28	128,880.16

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Classification		A	B	C	D	E
<b>Fire Captain</b>	Hourly	32.87	34.51	36.24	38.05	39.95
<b>Base salary</b>	Annual	95,720.07	100,506.97	105,532.05	110,808.09	116,348.51
<b><i>Educational Incentive</i></b>						
Fire Captain	Hourly	33.36	35.03	36.78	38.62	40.55
31-45 units = 1.5% over base	Annual	97,155.82	102,014.36	107,115.36	112,470.25	118,093.78
Fire Captain	Hourly	33.86	35.55	37.33	39.19	41.15
46 units and over = 3.0% over base	Annual	98,591.89	103,522.07	108,698.01	114,132.09	119,839.05
Fire Captain	Hourly	34.35	36.07	37.87	39.76	41.75
A.A. Degree = 4.5% over base	Annual	100,027.62	105,029.80	110,280.99	115,794.56	121,584.32
Fire Captain	Hourly	34.84	36.59	38.41	40.34	42.35
Bachelor Degree = 6% over base	Annual	101,463.37	106,537.21	111,864.28	117,456.42	123,329.57

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 EFFECTIVE JULY 07, 2022

Classification		A	B	C	D	E
<b>Fire Engineer/PM</b>	Hourly	29.47	30.91	32.43	34.09	35.70
<b>Base salary</b>	Annual	85,809.85	90,021.24	94,442.37	99,260.43	103,961.77
<b><i>Educational Incentive</i></b>						
Fire Engineer / PM	Hourly	29.91	31.38	32.92	34.60	36.24
31-45 units = 1.5% over base	Annual	87,097.23	91,371.40	95,858.68	100,749.41	105,521.06
Fire Engineer / PM	Hourly	30.35	31.84	33.41	35.11	36.77
46 units and over = 3.0% over base	Annual	88,384.30	92,721.93	97,275.61	102,238.00	107,080.42
Fire Engineer / PM	Hourly	30.79	32.30	33.89	35.62	37.31
A.A. Degree = 4.5% over base	Annual	89,671.34	94,072.11	98,692.21	103,726.96	108,640.06
Fire Engineer / PM	Hourly	31.24	32.77	34.38	36.13	37.84
Bachelor Degree = 6% over base	Annual	90,958.72	95,422.63	100,108.81	105,215.93	110,199.40

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Classification		A	B	C	D	E
<b>Fire Engineer</b>	Hourly	28.06	29.44	30.88	32.46	33.99
<b>Base salary</b>	Annual	81,706.23	85,715.38	89,925.73	94,513.40	98,990.40
<b><i>Educational Incentive</i></b>						
Fire Engineer	Hourly	28.48	29.88	31.34	32.94	34.50
31-45 units = 1.5% over base	Annual	82,931.93	87,001.25	91,274.77	95,931.12	100,475.20
Fire Engineer	Hourly	28.90	30.32	31.81	33.43	35.01
46 units and over = 3.0% over base	Annual	84,157.60	88,286.83	92,623.49	97,348.86	101,960.38
Fire Engineer	Hourly	29.32	30.76	32.27	33.92	35.52
A.A. Degree = 4.5% over base	Annual	85,382.96	89,572.70	93,972.50	98,766.60	103,445.19
Fire Engineer	Hourly	29.74	31.20	32.73	34.40	36.03
Bachelor Degree = 6% over base	Annual	86,608.95	90,858.25	95,321.21	100,184.35	104,930.00

CITY OF SANTEE  
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 EFFECTIVE JULY 07, 2022

Classification		A	B	C	D	E	F	G	H
Firefighter Paramedic	Hourly	25.25	26.29	27.37	28.50	30.18	31.40	32.67	33.99
Base salary	Annual	73,538.44	76,559.44	79,706.09	82,981.65	87,892.90	91,443.60	95,138.00	98,990.40

***Educational Incentive (after completing 3 1/2 years of employment)***

		G	H
Firefighter Paramedic		33.16	34.50
31-45 units = 1.5% over base		96,564.89	100,475.20
Firefighter Paramedic		33.65	35.01
46 units and over = 3.0% over base		97,991.81	101,960.38
Firefighter Paramedic		34.14	35.52
A.A. Degree = 4.5% over base		99,419.37	103,445.19
Firefighter Paramedic		34.63	36.03
Bachelor Degree = 6% over base		100,846.27	104,930.00

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 EFFECTIVE JULY 07, 2022

Classification		A	B	C	D	E	F	G	H
Firefighter	Hourly	21.43	22.50	23.52	24.81	26.05	27.35	28.72	30.15
Base salary	Annual	62,398.04	65,516.54	68,501.89	72,232.91	75,844.83	79,637.40	83,618.38	87,800.28
Educational Incentive (after completing 3 1/2 years of employment)								G	H
Firefighter								29.15	30.60
31-45 units = 1.5% over base								84,872.84	89,117.25
Firefighter								29.58	31.06
46 units and over = 3.0% over base								86,127.01	90,434.21
Firefighter								30.01	31.51
A.A. Degree = 4.5% over base								87,381.45	91,751.51
Firefighter								30.44	31.96
Bachelor Degree = 6% over base								88,635.60	93,068.14

CITY OF SANTEE  
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE  
 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
29	Account Clerk	Hourly	23.53	24.70	25.94	27.23	28.60
		Annual	48,932.36	51,379.05	53,948.06	56,645.69	59,477.76
35	Administrative Secretary	Hourly	27.28	28.65	30.08	31.58	33.16
		Annual	56,746.77	59,584.06	62,563.32	65,691.78	68,976.26
	Assistant City Clerk	Hourly		32.80	to	46.86	
		Annual		68,223.18	to	97,461.70	
	Assistant to the City Manager	Hourly		62.78	to	84.75	
		Annual		130,574.02	to	176,275.11	
50	Assistant Engineer	Hourly	39.51	41.49	43.56	45.74	48.03
		Annual	82,186.17	86,295.73	90,610.73	95,140.97	99,898.24
58	Associate Civil Engineer / Associate Traffic Engineer	Hourly	48.14	50.55	53.08	55.73	58.52
		Annual	100,135.74	105,142.97	110,400.42	115,920.27	121,716.54
49	Associate Planner	Hourly	38.55	40.48	42.50	44.63	46.86
		Annual	80,181.79	84,190.92	88,400.54	92,820.87	97,461.70
28	Building Development Technician I	Hourly	22.95	24.10	25.30	26.57	27.90
		Annual	47,738.95	50,126.10	52,632.33	55,263.86	58,027.20
32	Building Development Technician II	Hourly	25.33	26.60	27.93	29.33	30.79
		Annual	52,694.82	55,329.28	58,095.90	61,000.57	64,050.84
	Building Official	Hourly		57.67	to	75.25	
		Annual		119,959.00	to	156,519.00	
	City Clerk	Hourly		48.03	to	67.26	
		Annual		99,907.68	to	139,895.38	
	City Engineer	Hourly		64.14	to	86.87	
		Annual		133,406.84	to	180,690.27	
	City Manager (Single Rate)	Hourly		116.63	to	116.63	
		Annual		242,562.81	to	242,562.81	

CITY OF SANTEE  
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE  
 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
26	Code Compliance Assistant	Hourly	21.85	22.94	24.08	25.29	26.55
		Annual	45,438.51	47,710.51	50,096.01	52,600.93	55,230.80
44	Code Compliance Officer	Hourly	34.07	35.78	37.56	39.44	41.41
		Annual	70,869.10	74,412.35	78,133.26	82,039.64	86,141.65
46	Confidential Accountant	Hourly	35.80	37.59	39.47	41.44	43.51
		Annual	74,456.86	78,179.70	82,088.71	86,193.00	90,502.77
46	Confidential Payroll Specialist	Hourly	35.80	37.59	39.47	41.44	43.51
		Annual	74,456.86	78,179.70	82,088.71	86,193.00	90,502.77
46	Confidential Secretary to City Manager/Council	Hourly	35.80	37.59	39.47	41.44	43.51
		Annual	74,456.86	78,179.70	82,088.71	86,193.00	90,502.77
	Crossing Guards ^ (Single Rate)	Hourly			15.53		
	Deputy Fire Chief	Hourly		63.19	to	86.47	
		Annual		131,445.32	to	179,849.01	
35	Development Services Technician	Hourly	27.28	28.65	30.08	31.58	33.16
		Annual	56,746.77	59,584.06	62,563.32	65,691.78	68,976.26
	Director of Community Services	Hourly		68.79	to	91.72	
		Annual		143,085.00	to	190,787.63	
	Director of Development Services	Hourly		68.07	to	91.76	
		Annual		141,578.79	to	190,867.16	
	Director of Engineering/City Engineer	Hourly		68.07	to	91.76	
		Annual		141,578.79	to	190,867.16	
	Director of Finance / City Treasurer	Hourly		71.92	to	96.76	
		Annual		149,585.02	to	201,268.81	
	Director of Fire & Life Safety (Fire Chief)	Hourly		81.67	to	106.61	
		Annual		169,882.83	to	221,746.68	



CITY OF SANTEE  
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 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
	Director of Human Resources	Hourly		67.16	to	90.67	
		Annual		139,699.80	to	188,594.96	
	Director of Planning & Building/City Planner	Hourly		68.07	to	91.76	
		Annual		141,578.79	to	190,867.16	
	Economic Development Manager	Hourly		42.29	to	57.10	
		Annual		87,972.65	to	118,763.86	
48	Engineering Inspector	Hourly	37.61	39.49	41.46	43.54	45.71
		Annual	78,226.16	82,137.46	86,244.06	90,556.41	95,084.36
39	Equipment Mechanic	Hourly	30.11	31.62	33.20	34.86	36.60
		Annual	62,637.92	65,769.94	69,058.38	72,511.36	76,136.71
17	Emergency Medical Technician	Hourly	17.49	18.37	19.29	20.25	21.26
		Annual	36,383.91	38,202.81	40,113.31	42,119.03	44,224.82
	Emergency Medical Technician ^	Hourly		17.49	to	21.26	
35	Equipment Operator	Hourly	27.28	28.65	30.08	31.58	33.16
		Annual	56,746.77	59,584.06	62,563.32	65,691.78	68,976.26
38	Facilities Maintenance Supervisor	Hourly	29.38	30.85	32.39	34.01	35.71
		Annual	61,110.18	64,165.66	67,373.91	70,742.83	74,279.87
25	Facilities Maintenance Technician	Hourly	21.31	22.38	23.50	24.67	25.91
		Annual	44,330.15	46,546.53	48,874.13	51,317.56	53,883.31
35	Field Inspector	Hourly	27.28	28.65	30.08	31.58	33.16
		Annual	56,746.77	59,584.06	62,563.32	65,691.78	68,976.26
	Finance Manager	Hourly		53.10	to	71.69	
		Annual		110,449.87	to	149,107.40	
	Fire Battalion Chief (2920 hours)	Hourly		40.27	to	54.59	
		Annual		117,590.66	to	159,411.02	

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 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
44	Fire Inspector	Hourly	34.07	35.78	37.56	39.44	41.41
		Annual	70,869.10	74,412.35	78,133.26	82,039.64	86,141.65
	Fire Marshal	Hourly		53.10	to	71.69	
		Annual		110,449.87	to	149,107.40	
	Graduate Intern ^	Hourly		15.53	to	21.32	
38	Human Resources Technician	Hourly	29.38	30.85	32.39	34.01	35.71
		Annual	61,110.18	64,165.66	67,373.91	70,742.83	74,279.87
53	Information Technology Analyst	Hourly	42.55	44.68	46.91	49.26	51.72
		Annual	88,505.56	92,930.80	97,577.82	102,456.47	107,579.48
	Information Technology Manager	Hourly		48.27	to	65.17	
		Annual		100,408.97	to	135,552.25	
29	Landscape and Irrigation Maintenance Worker	Hourly	23.53	24.70	25.94	27.23	28.60
		Annual	48,932.36	51,379.05	53,948.06	56,645.69	59,477.76
48	Lead Equipment Mechanic	Hourly	37.61	39.49	41.46	43.54	45.71
		Annual	78,226.16	82,137.46	86,244.06	90,556.41	95,084.36
29	Maintenance Worker	Hourly	23.53	24.70	25.94	27.23	28.60
		Annual	48,932.36	51,379.05	53,948.06	56,645.69	59,477.76
46	Management Analyst	Hourly	35.80	37.59	39.47	41.44	43.51
		Annual	74,456.86	78,179.70	82,088.71	86,193.00	90,502.77

CITY OF SANTEE  
 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE  
 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
	Marketing Aide^	Hourly		15.53	to	21.32	
	Marketing Coordinator	Hourly		32.80	to	46.86	
		Annual		68,223.18	to	97,461.70	
	Marketing Manager	Hourly		45.91	to	62.00	
		Annual		95,497.09	to	128,951.27	
28	Marketing Specialist	Hourly	22.95	24.10	25.30	26.57	27.90
		Annual	47,738.95	50,126.10	52,632.33	55,263.86	58,027.20
	Office Assistant ^	Hourly		15.53	to	21.32	
48	Parks & Landscape Supervisor	Hourly	37.61	39.49	41.46	43.54	45.71
		Annual	78,226.16	82,137.46	86,244.06	90,556.41	95,084.36
	Principal Civil Engineer	Hourly		59.66	to	80.81	
		Annual		124,099.39	to	168,083.97	
	Principal Planner	Hourly		47.28	to	63.83	
		Annual		98,345.52	to	132,768.55	
	Principal Traffic Engineer	Hourly		59.66	to	80.81	
		Annual		124,099.39	to	168,083.97	
38	Procurement Specialist	Hourly	29.38	30.85	32.39	34.01	35.71
		Annual	61,110.18	64,165.66	67,373.91	70,742.83	74,279.87
	Public Services Manager	Hourly		45.91	to	62.00	
		Annual		95,497.09	to	128,951.27	
43	Public Works Supervisor	Hourly	33.24	34.90	36.65	38.48	40.40
		Annual	69,140.49	72,597.39	76,227.35	80,038.85	84,040.43
	Recreation Aide ^	Hourly		15.53	to	18.21	

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 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
28	Recreation Coordinator	Hourly	22.95	24.10	25.30	26.57	27.90
		Annual	47,738.95	50,126.10	52,632.33	55,263.86	58,027.20
	Recreation Leader ^	Hourly		16.56	to	19.67	
	Recreation Services Manager	Hourly		45.91	to	62.00	
		Annual		95,497.09	to	128,951.27	
	Recreation Supervisor	Hourly		32.80	to	46.86	
		Annual		68,223.18	to	97,461.70	
36	Senior Account Clerk	Hourly	27.96	29.36	30.83	32.37	33.99
		Annual	58,165.56	61,073.86	64,127.71	67,334.03	70,700.96
53	Senior Accountant	Hourly	42.55	44.68	46.91	49.26	51.72
		Annual	88,505.56	92,930.80	97,577.82	102,456.47	107,579.48
50	Senior Building Inspector	Hourly	39.51	41.49	43.56	45.74	48.03
		Annual	82,186.17	86,295.73	90,610.73	95,140.97	99,898.24
	Senior Civil Engineer / Senior Traffic Engineer	Hourly		52.30	to	71.12	
		Annual		108,783.30	to	147,924.36	
	Senior Human Resources Analyst	Hourly		43.33	to	58.49	
		Annual		90,118.33	to	121,660.54	
	Senior Management Analyst	Hourly		41.26	to	55.71	
		Annual		85,826.99	to	115,867.17	
	Senior Planner	Hourly		41.11	to	55.51	
		Annual		85,517.21	to	115,451.06	
	Special Events Supervisor	Hourly		32.80	to	46.86	
		Annual		68,223.18	to	97,461.70	

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 HOURLY, GENERAL AND MANAGEMENT SALARY SCHEDULE  
 EFFECTIVE MARCH 23, 2023

Range	Classification		A	B	C	D	E
	Storm Water Program Assistant^	Hourly		28.73	to	34.92	
50	Storm Water Program Coordinator	Hourly	39.51	41.49	43.56	45.74	48.03
		Annual	82,186.17	86,295.73	90,610.73	95,140.97	99,898.24
	Student Intern ^	Hourly		15.53	to	19.67	
	Technical Professional Expert ^	Hourly		50.00	to	160.00	

^Part-time, temporary status

CITY OF SANTEE  
MAYOR AND CITY COUNCIL MEMBERS SALARY SCHEDULE  
EFFECTIVE JUNE 24, 2021

<u>Range</u>	<u>Classification</u>		
	City Council Member	Monthly	1,754.33
		Annual	21,051.96
	Mayor	Monthly	2,956.58
		Annual	35,478.96